



# CHALLENGES FOR TVET AND SOLUTIONS APPLIED – JAMAICA

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## The HEART Trust/NTA

**A Statutory Body** under the auspices of the **Ministry of Education, Youth and Information** governed by the **HEART Act 1982**

**H.E.A.R.T Trust** – Human **Employment** and Resource Training Trust

**H.E.A.R.T Fund** – A 3% contribution by employers

**NTA** – National Training Agency : Coordinate, facilitate and enable the growth, development and quality assurance of TVET in Jamaica.



## Regional Challenges

**Harmonised Mechanism for TVET Systems**

**Human Capacity Development  
(Including persons with disability)**

**Infrastructural (Equipment)  
Development**

**Unemployment (Youth)**

# Regional TVET Strategy

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graph LR; A[Regional TVET Strategy] --- B[Component 1]; A --- C[Component 2]; A --- D[Component 3]; A --- E[Component 4]; A --- F[Component 5]; A --- G[Component 6]; A --- H[Component 7]; B --- I[TVET FOR WORKFORCE DEVELOPMENT AND ECONOMIC COMPETITIVENESS]; C --- J[TVET INTEGRATED WITH GENERAL EDUCATION FOR LIFE AND LIVELIHOOD]; D --- K[A CARICOM TRAINING SYSTEM]; E --- L[LABOUR MARKET INTELLIGENCE FOR WORKFORCE DEVELOPMENT]; F --- M[CAREER GUIDANCE AND COUNSELLING]; G --- N[INSTRUCTOR TRAINING]; H --- O[TVET FINANCING: PUBLIC PRIVATE PARTNERSHIPS];
```

**Component 1**

**TVET FOR WORKFORCE DEVELOPMENT AND ECONOMIC COMPETITIVENESS**

**Component 2**

**TVET INTEGRATED WITH GENERAL EDUCATION FOR LIFE AND LIVELIHOOD**

**Component 3**

**A CARICOM TRAINING SYSTEM**

**Component 4**

**LABOUR MARKET INTELLIGENCE FOR WORKFORCE DEVELOPMENT**

**Component 5**

**CAREER GUIDANCE AND COUNSELLING**

**Component 6**

**INSTRUCTOR TRAINING**

**Component 7**

**TVET FINANCING: PUBLIC PRIVATE PARTNERSHIPS**



# CARICOM TVET Mechanism

## Regional

**COHSOD**  
(Oversight)

**RCMTVET**  
(Coordinates)

**CANTA**  
(Implements)

## National

**Government**

**National TVET  
Authorities**

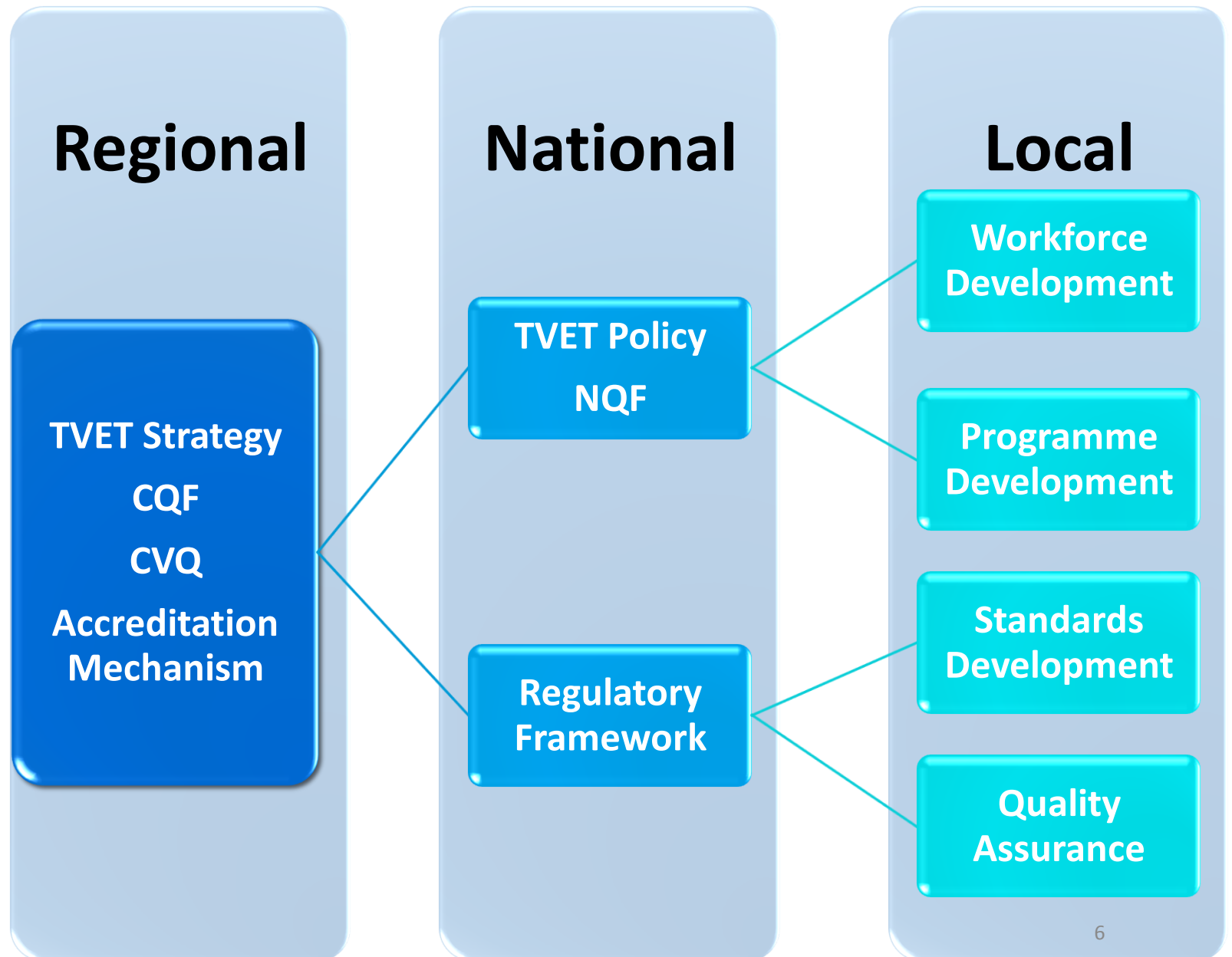
**Industry & Sector  
Associations**

## Local

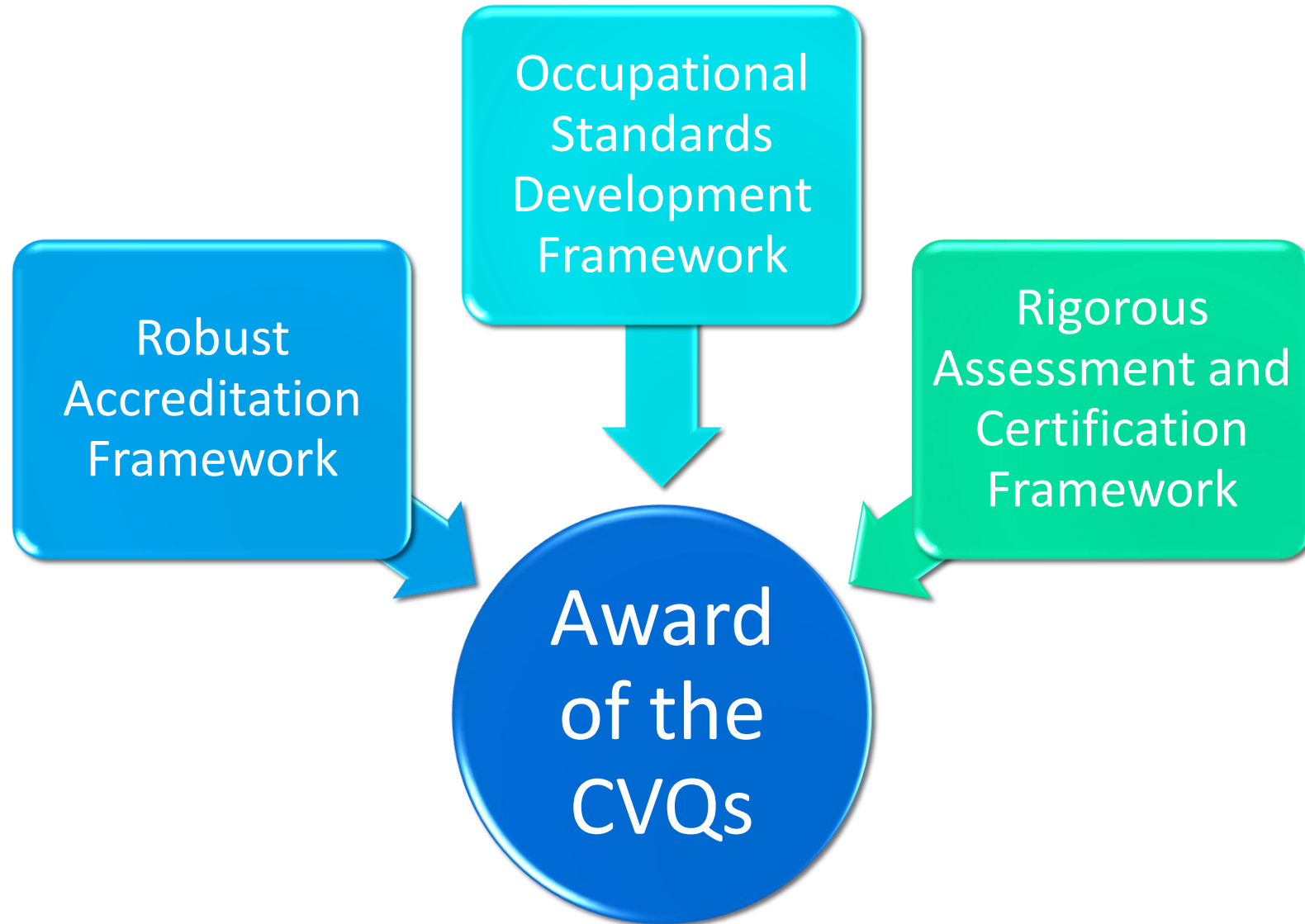
**Education and Training  
Institutions**

**Employers/ Organised  
Labour**

# CARICOM TVET System Framework



# Quality Assurance Mechanism



## ADDING VALUE TO THE WORKFORCE SUPPLY CHAIN

### INPUT



#### LABOUR MARKET INFORMATION:

- EMERGING OCCUPATIONAL AREAS
- CURRENT AREA(S) OF NEED
- FEEDBACK ON QUALITY OF WORKFORCE

#### INFRASTRUCTURE AND EQUIPMENT

#### TECHNOLOGY & INNOVATION (RESEARCH)

#### GOVERNMENT PRIORITIES (SECTORS)

#### SECURE FUNDING MECHANISM

### PROCESS

#### TRAINING DELIVERY & ASSESSMENT:

##### STANDARD DEVELOPMENT



##### COMPETENCIES TO BE ACQUIRED

##### CURRICULUM/ PROGRAMME DEVELOPMENT



##### CONVERTING STANDARDS INTO CURRICULA & INSTRUCTIONAL MATERIALS

##### INSTRUCTIONAL/ LEARNER GUIDES



##### INSTRUCTIONAL CONTENT & DELIVERY METHODS/ APPROACHES

##### TRAINING PROGRAMME DELIVERY



##### STRUCTURED INDUSTRY ENGAGEMENT

##### ASSESSMENT & CERTIFICATION



##### VALIDATING & ENSURING COMPETENCE

##### EMPLOYMENT IN INDUSTRY



##### PROVISION OF A COMPETENT WORKFORCE

### OUTPUT



#### IMPROVED PRODUCTIVITY

#### ECONOMIC COMPETITIVENESS

#### COMPETENT/ CERTIFIED WORKFORCE

FEEDBACK FROM INDUSTRY



# Challenges to TVET in Jamaica



Articulation  
Pathways

Access

Literacy and  
Numeracy  
Levels

Prior Learning  
Recognition

Skills  
Mismatch



Antigua and Barbuda



Barbados



Belize



Dominica



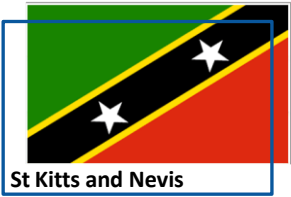
Grenada



Guyana



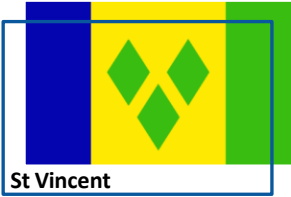
Jamaica



St Kitts and Nevis



St Lucia



St Vincent



Suriname



Trinidad and Tobago

# Critical Interventions




- Increased Partnerships and Collaborations



- Direct government support for system expansion



- Expanded Institutional Framework - Performance-based funding



- Student financial support mechanisms including the provision of loans, stipends and grants



- Targeted funding for underserved persons including those with special needs



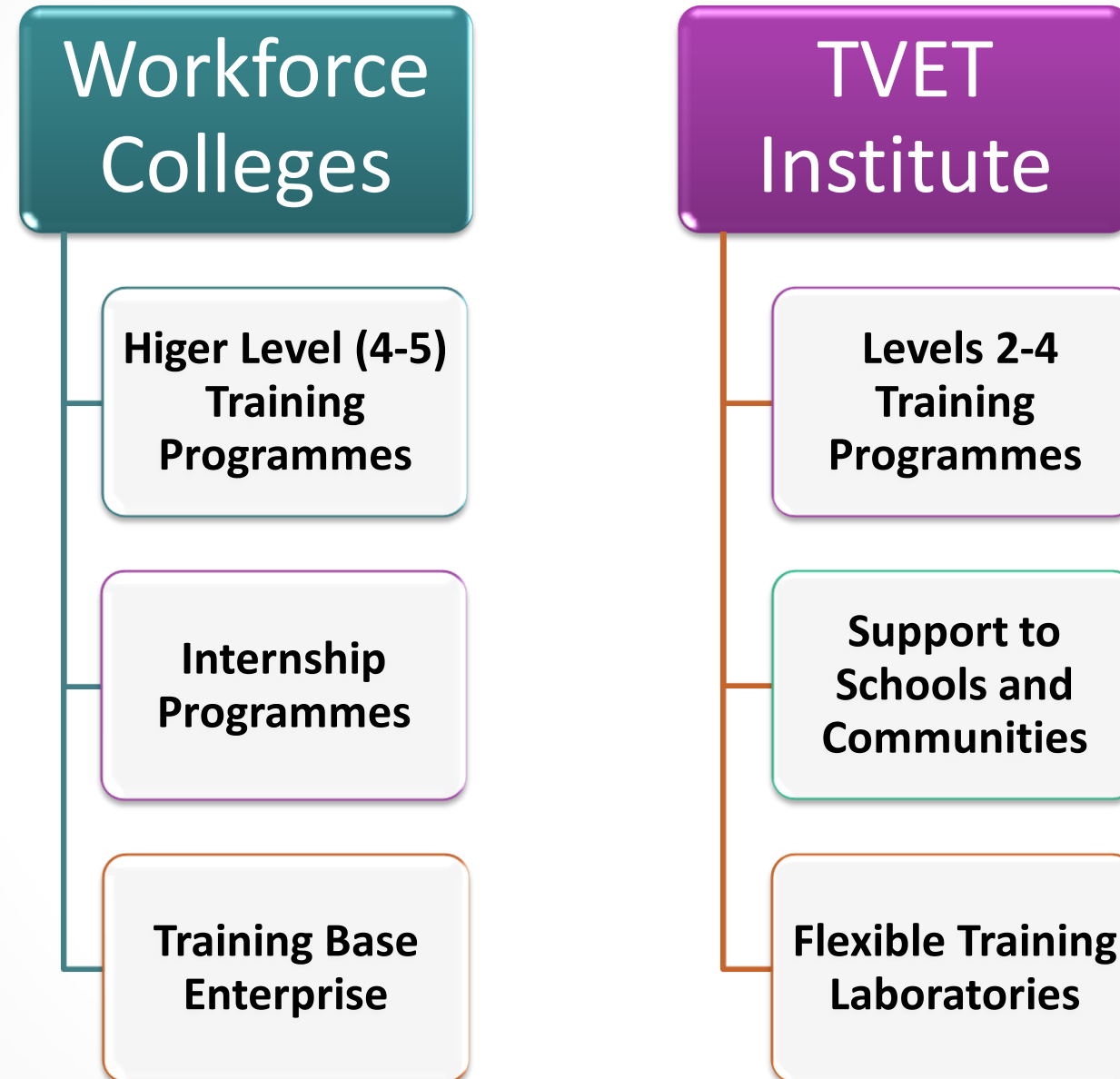
**Solutions Applied – Jamaica**



# Articulation Pathways

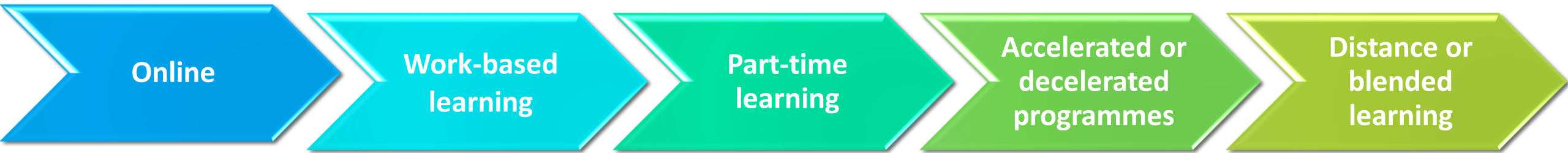
Creation of pathways or linkages to facilitate the movement of students between programmes and institutions.

**National Qualifications Framework** being developed.





# Flexible Learning



# Flexibility & Responsiveness

## Mobile Training Labs & Career Units





# Community Partnerships

Partnership with community based institutions private and public, including churches.

Working with underserved populations, outreach initiatives, and expanding geographic access.

Community



# Expanding Access to Persons With Special Needs



Physical  
Infrastructure

Curriculum and  
Teaching Aids

Flexible  
assessment  
methods

# Raising the levels of Literacy and Numeracy

- Jamaica Foundation for Lifelong Learning
- Pre-technology Programmes





# Prior Learning Assessment and Recognition (PLAR)



## PLAR

Identify, assess and recognize individuals for their prior learning which may be formal, informal or experiential

## PLAR

Facilitates self-knowledge, credit or advanced standing at a training and academic institution and employment, licensure

## PLAR

Increases access to education, training certification and retention in education & training institutions

## PLAR

Reduces the time and expense to acquire a credential

# Employment Facilitation

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graph TD; A[Employment Facilitation] --- B[Entrepreneurial Skills Development – Training and capacity development in small business management.]; A --- C[Funding Mechanism – Providing financial assistance through grant funding for capacity expansion or modernization and new start-ups.]; A --- D[Human Capacity Development – Provision of on-the-job training and certification (Apprenticeship and Job Certification)];
```

**Entrepreneurial Skills Development** – Training and capacity development in small business management.

**Funding Mechanism** – Providing financial assistance through grant funding for capacity expansion or modernization and new start-ups.

**Human Capacity Development** – Provision of on-the-job training and certification (Apprenticeship and Job Certification)

# Addressing the Skills Mismatch

**Labour Market  
Research & Intelligence**

**Improving Career  
Guidance Programmes**

**Involvement of  
Employers in Standards  
& Curriculum  
Development &  
Training**

**Increasing on-the-job  
Training & Certification  
Opportunities,  
including  
Apprenticeship**



Labour Market  
Information Portal

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# Labour Market Information Portal

LABOUR MARKET  
EDUCATION & TRAINING

SKILLS

IS THE SKILLS GAP  
HOLDING YOU BACK?



Labour Market



Education/Training



Skills Bank

## Related Sites

Ministry Of Education  
Statistical Institute Of Jamaica (Statin)  
Ministry Of Labour And Social Security  
University Council Of Jamaica  
International Labour Organization

JAMPRO  
Jamaica Business Co-Operation  
Planning Institute Of Jamaica  
UWI Research  
University Of Technology

## Labour Market

NCC  
Australia LMIP  
America's Labor Market Information System (ALMIS)  
Employment And Social Development Canada  
Careeronestop

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<http://lmip.heart-nta.org>





# A JAMAICAN WORKFORCE TRAINED AND CERTIFIED TO INTERNATIONAL STANDARDS

TRUST OUR VISION

## EVENTS

WED  
May 13

Caribbean Conference on TVET  
When: May 13 - 15, 2015

MON  
Mar 03

Earl of Wessex Visits  
When: March 3, 2014

FRI  
Oct 3

Economic Growth Symposium  
When: Sep 29 - Oct 3 2014



<http://www.heart-nta.org>





# Questions?

